

## ICED Meeting Minutes

500 ½ Stratton Building Springfield  
100 W. Randolph Suite 5-300 Chicago

December 3, 2014 1:30 PM

### Attendees

Susan Allen, Department of Human Rights

Brandy Hayes, Deaf and Hard of Hearing Commission

Fred Stewart, Department of Central Management Services

Randolph Boschulte, Department of Commerce and Economic Opportunity

Teresita Gonzalez, Department of Children and Family Services

Jason Brewer, Department of Natural Resources

Margaret Harkness, Council on Developmental Disabilities

Anna D' Ascenzo, Department of Employment Security

Francisco Alvarado, Department of Human Services

Valarie Magee, Department of Human Services

Debbie Johnson-Small, Department of Human Services

Karl Moulton, Department of Employment Security

Catherine Collier, Department of Children and Family Services

Martha Younger-White, Department of Human Services

Erik Cozzolino, Department of Central Management Services

Bill Bogdan, Secretary of State's Office

Wanda Satkas, Department of Human Services

Drew Barris, Civil Service Commission

Sue Masten, Department of Human Services

### Minutes

The meeting was called to order by Susan Allen.

### Consideration of the Minutes of October 1, 2014

The minutes from October 1, 2014 were approved, as read, a motion carried, and seconded. The vote was passed.

### Work Group Reports

#### Awards

Susan Allen stated that she is assuming that the same individuals that planned the awards in 2014 will do so for 2015. The award planning committee should start in January with the ceremony to be set for spring 2015.

#### Affirmative Action

The most recent survey indicated that 8.4% of the individuals responding indicated that they had a disability. This is an increase over the 7.39% from the last survey. Susan Allen and Jaci De Brun previously met with agency EEO/AA Officers and this led to placements through the Successful Disability Opportunities program.

#### Internship

Martha Younger-White will lead the Internship committee. Subcommittee members Bill Bogdan, Erik Cozzolino, and Susan Allen met recently. Wendy Butler is checking on the Michael Curry Internship. Attempts are being made to coordinate the program connection with DHS. Louis Hamer has assigned two people to work with the subcommittee.

Nicole Jorwic is the Senior Policy Advisor for the Employment First Program. Her strategic plan includes internships.

Karl Moulton has researched internships on line and has found information on internships with training on applications and resumes. He also found information

from the US Dept. of Labor on Apprenticeship/Training for programs lasting 6 months to 5 years. Martha Younger-White invited Karl to the next subcommittee meeting.

Fred Stewart suggested that in order to get support, agency directors should be involved. Martha Younger- White suggested internships should be placed in transition documents. Karl Moulton added that internship/apprentice ships that do not cost are successful. The idea of internships should be addressed with the Governor and his staff.

### Education /Training

Susan Allen discussed the development of webinars. The webinars will be provided at no cost. There is an idea of a webinar for Union stewards about ADA requirements. DHS will provide the webinar system, and Equip for Equality will provide the speaker. The intended audience is union stewards for AFSCME, the Teamsters, SEIU, and the teachers union. Labor relations staff from CMS and the agencies will be invited. The Disability Hiring Initiative Committee will also be working on a webinar, that ICED will co-sponsor. Martha Younger-White discussed the Illinois ADA Project and said a webinar on return- to- work issues should be presented. The targeted population should be managers, EEO/AA Officers, and ADA coordinators. The webinars should be no longer than 1.5 hours.

### Publication/Website

Erik Cozzolino is the editor of ICED News. Erik can be contacted at Erik Cozzolino@Illinois.gov. If anyone has any article, ideas should contact him. There is an article in the works on domestic violence affecting people with disabilities. Erik asked with the committee thought about an article on the transition of the Committee under a new Governor and new Co-Chairs.

Susan Allen stated that the ICED annual Report is nearly completed. Drew Fernandez is doing a great job. Dave Haley is working on the website for ICED.

### Other Business

Debbie reminded committee members that she needs all Ethic Training acknowledgements by December 8th.

In the past, ICED and in particular Dan Dickerson advocated vigorously that no state agency should lease a space that was not accessible. Susan Allen asked whether members thought ICED should revisit accessibility concerns of leased space. Major discussion ensued as to accessibility problems in leased space and the role of the agency and CMS in regards to leasing and the legal liability of the state if someone gets harmed or brings an ADA suit. All state leases have a clause regarding the building being compliant with ADA. The committee decided that this issue should be readdressed no later than March/April 2015.

Discussion also took place about an accessible parking issue. In some employee parking lots, employees without disabilities have assigned parking spaces, while employees with disabilities do not. Martha Younger-White and Bill Bogdan will work with Susan Allen on that parking issue.

The next meeting is set for February 2015.

Submitted by,

Valarie Magee